

**EFFECTIVE**

July 1, 2021.

**Subject(s)****Administrative Policy Human Resources (APR) 211,  
Discriminatory Harassment**

Removed the terms gender identification and sexual orientation.

*Reason:* To make sure the policy is consistent with the MDHHS non-discrimination statement (NDS) and the Executive Directive 2019-09, which excludes the use of gender identification or expression and sexual orientation, due to those classifications not being a part of Michigan's law at this point. Executive Directive 2019-09 explains why those classifications are being subsumed in the word sex.

**MANUAL  
MAINTENANCE  
INSTRUCTIONS**

**Changed Items ...**

[APR 211](#)